

American Association of University Professors

Supplementary Tables

to the

Annual Report on the Economic Status of the Profession

1979-80

CONTENTS

		page
Table A	Annual Costs and Indexes of Comparative Costs Based on a Higher Living Standard for a Four-Person Family, Fall 1979 and Fall, 1978	3
Table B	Overall Average Compensation for 1979-80 and Ranking for AAU Member Institutions, 1979-80, 1978-79, 1977-78, 1976-77, 1975-76, and 1974-75	4
Table C	Weighted Average Salary, Analyzed by Region, Category, and Academic Rank, 1979-80	5
Table D	Same as Table C, but for Weighted Average Compensation	6
Table E	Weighted Average Salary and Average Compensation for Public and Private Category IIA Institutions, by Rank and by State, 1979-80	7
Table F	Same as Table E, but for Category IIB Institutions	8
Table G:	Average Salary and Average Compensation for a Selected Group of 36 and 41 Institutions Analyzed by Size and Regional Subgroups, 1979-80	9
Table H	Weighted Average Salaries for a Selected Group of 36 Institutions, by Academic Rank and for All Ranks Combined, 1957-58 through 1979-80	10
Table I	Salary Ranking of Major Public Universities in Alphabetical Order, by Academic Rank, 1979-80	11
Table J	Same as Table I, but for Compensation	12
Table K	Weighted Average Salary and Average Compensation by Rank and for All Ranks Combined for the "IVY LEAGUE," 1971-72 to 1979-80	13
Table L	Percentage Increases in Salaries and Compensations by Rank for the "IVY LEAGUE" Institutions	14
Table M	Weighted Average Salary and Average Compensation by Rank and for All Ranks Combined for the "BIG TEN," 1970-71 to 1979-80	15
Table N	Same as Table M, but for the "BIG EIGHT," 1966-67 to 1979-80	16
Table O	Percentage of Full-Time Faculty Members with Tenure Status, by Type of Affiliation and Academic Rank, 1974-75 through 1979-80	17
Table P	Same as Table O, but by Category and Academic Rank	18
Table Q	Weighted Average Salary for Men, and Weighted Average Salary for Women as a Percentage of Men's, by Rank, Category of Institution, and Affiliation, 1979-80	19
Table R	Average Salary and Average Compensation as a Percentage of Professors' Average Salary and Average Compensation, by Rank, Category of Institution, and Type of Affiliation, 1979-80	20

Table S	Number of Women Faculty Members as a Percentage of Total Faculty, by Category, Affiliation, and Academic Rank, 1979-80	page 21
Table T	Percentage Distribution of Full-Time Faculty Members by Rank, Category of Institution, and Affiliation, 1979-80	22
Table U	Percentage of Faculty for All Ranks Combined Analyzed by 1) the Increase in Salary Levels and 2) the Increase in Salary for Continuing Faculty, by Institution Affiliation, 1978-79 to 1979-80	23
Table V	Same as Table U, but for the faculty in the Rank of Professor	24
Table W	Percentage of Faculty Members Teaching in Institutions with Specified Average Increases in Salary, by Type of Affiliation and Academic Rank, 1978-79 to 1979-80	25
Table X	Same as Table W, but by Category and Academic Rank	26
Table Y	Consumer Price Index for Academic Years 1969-70 to 1979-80	27
Table Z	Distribution of Faculty Members by Individual Salaries in All Institutions for All Ranks Combined, 1979-80	28

DEFINITION OF CATEGORIES

- I - Includes institutions which offer the doctorate degree and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.
- IIA - Includes institutions awarding degrees above the baccalaureate, but not included in Category I.
- IIB - Includes institutions awarding only the baccalaureate or equivalent degree.
- III - Includes two-year institutions with academic ranks.
- IV - Includes institutions without academic ranks (with the exception of a few liberal arts colleges, this category includes mostly two-year institutions).

EXPLANATORY NOTE TO TABLE Z

The distributions are based on individual academic-year salaries; thus, each figure represents the cumulated percentage of individuals with salaries equal to or higher than that of a given class interval. For example, the data in this table show that 26.9 per cent of all full-time faculty members have salaries of \$25,000 or higher.

Table A

Annual Costs and Indexes of Comparative Costs
Based on a Higher Living Standard for a Four-Person Family,
Fall 1979 and 1978¹ (U.S. Urban Average Cost = 100)

Area	TOTAL BUDGET				Percentage Increase '78 to '79	Percentage Increase '77 to '78
	Fall 1979		Fall 1978			
	Annual Cost	Index	Annual Cost	Index		
Urban United States	\$30,317	100	\$27,420	100	10.6%	8.8%
Metropolitan areas	31,187	103	28,186	103	10.6	8.5
Nonmetropolitan areas	26,432	87	24,000	88	10.1	10.5
NORTHEAST						
Boston	36,891	122	33,596	123	9.8	7.7
Buffalo	32,013	106	28,699	105	11.5	7.0
Hartford	NA	NA	27,231	99	NA	8.9
Lancaster	NA	NA	25,611	93	NA	10.1
New York-Northeastern						
New Jersey	37,823	125	34,252	125	10.4	8.2
Philadelphia-New Jersey	31,352	103	28,291	103	10.8	9.1
Pittsburgh	29,011	96	26,134	95	11.0	8.8
Portland	NA	NA	27,193	99	NA	9.7
Nonmetropolitan areas	28,928	95	26,000	95	11.3	10.0
NORTH CENTRAL						
Cedar Rapids	NA	NA	26,584	97	NA	9.4
Champaign-Urbana	NA	NA	27,874	102	NA	10.9
Chicago, Illinois-						
Northwestern Indiana	29,890	99	27,169	99	10.0	8.6
Cincinnati, Ohio-						
Kentucky-Indiana	28,763	95	25,882	94	11.1	11.1
Cleveland	30,116	99	27,281	99	10.4	9.1
Dayton	NA	NA	25,717	94	NA	10.9
Detroit "	30,668	101	28,172	103	8.9	10.1
Green Bay	NA	NA	27,772	101	NA	10.6
Indianapolis	NA	NA	25,971	95	NA	9.1
Kansas City, Missouri-						
Kansas	29,128	96	26,981	98	8.0	10.7
Milwaukee	30,929	102	29,476	107	4.9	10.4
Minneapolis-St. Paul	31,707	105	28,629	104	10.8	9.6
St. Louis, Missouri-						
Illinois	29,008	96	25,847	94	12.3	9.1
Wichita	NA	NA	25,783	94	NA	11.3
Nonmetropolitan areas	26,915	89	24,580	90	9.5	10.3
SOUTH						
Atlanta	27,673	91	24,666	90	12.2	9.2
Austin	NA	NA	23,822	87	NA	9.6
Baltimore	30,110	99	27,492	100	9.5	8.6
Baton Rouge	NA	NA	24,891	91	NA	9.7
Dallas	27,004	89	24,492	89	10.3	8.9
Durham	NA	NA	25,923	95	NA	10.2
Houston	27,686	91	24,787	90	11.7	10.6
Nashville	NA	NA	24,135	88	NA	8.7
Orlando	NA	NA	23,926	87	NA	9.6
Washington D.C.-Maryland-						
Virginia	32,636	108	29,584	108	10.3	11.8
Nonmetropolitan areas	24,857	82	22,701	83	9.5	10.3
WEST						
Bakersfield	NA	NA	24,486	89	NA	9.7
Denver	29,976	99	27,089	99	10.7	11.1
Honolulu	39,689	131	35,602	130	11.5	11.6
Los Angeles-Long Beach	30,083	99	26,525	97	13.4	2.3
San Diego	30,113	99	26,276	96	14.6	5.5
San Francisco-Oakland	31,710	105	28,719	105	10.4	4.7
Seattle-Everett	29,583	98	26,567	97	11.4	8.5
Nonmetropolitan areas	27,325	90	24,451	89	11.8	12.7
Anchorage, Alaska	40,785	135	38,406	140	6.2	10.9

¹Data obtained from U.S. Department of Labor.

TABLE B

Overall Average Compensation for 1979-80 and Ranking () for AAU Member Institutions, 1979-80, 1978-79, 1977-78, 1976-77, 1975-76, and 1974-75

(Standard Academic-Year Basis)

Institution	1979-80	1978-79	1977-78	1976-77	1975-76	1974-75
Brown University	\$32,497 (11)	(11)	(20)	(22)	(16)	(14)
California Inst. of Tech.	37,660 (2)	(1)	(1)	(2)	(1)	(1)
Univ. of California ¹	38,384 (1)	(5)	(10)	(10)	(8)	(9)
Case Western Reserve	28,863 (31)	(36)	(34)	(37)	(41)	(40)
Catholic University	22,127 (46)	(47)	(47)	(47)	(47)	(46)
University of Chicago	34,456 (8)	(6)	(5)	(5)	(6)	(3)
Clark University	28,717 (34)	(31)	(38)	(35)	(36)	(29)
University of Colorado	27,022 (40)	(40)	(40)	(39)	(32)	(32)
Columbia University	35,734 (5)	(8)	(7)	(3)	(5)	(4)
Cornell University	31,276 (16)	(14)	(11)	(12)	(14)	(13)
Duke University	32,040 (13)	(15)	(12)	(11)	(13)	(12)
Harvard University	36,597 (4)	(2)	(3)	(1)	(2)	(2)
University of Illinois	30,795 (18)	(19)	(22)	(28)	(27)	(22)
Indiana University	29,271 (24)	(29)	(30)	(31)	(25)	(23)
Iowa State University	26,492 (41)	(42)	(42)	(42)	(43)	(43)
University of Iowa	29,124 (25)	(32)	(29)	(30)	(33)	(35)
Johns Hopkins (Arts & Sci.)	34,844 (7)	(10)	(6)	(7)	(7)	(10)
University of Kansas	27,085 (39)	(41)	(41)	(41)	(40)	(41)
University of Maryland	25,750 (42)	(43)	(43)	(44)	(42)	(39)
Massachusetts Inst. of Tech.	35,026 (6)	(4)	(4)	(4)	(4)	(6)
Michigan State University	30,610 (20)	(18)	(16)	(20)	(18)	(20)
University of Michigan	33,401 (10)	(7)	(9)	(9)	(10)	(7)
University of Minnesota ²	31,573 (15)	(17)	(18)	(16)	(21)	(27)
University of Missouri	25,239 (44)	(45)	(45)	(46)	(45)	(45)
University of Nebraska	24,871 (45)	(44)	(46)	(45)	(46)	(44)
New York University	30,705 (19)	(23)	(24)	(18)	(9)	(NA)
Univ. of North Carolina	29,687 (29)	(22)	(27)	(26)	(35)	(25)
Northwestern University	32,093 (12)	(12)	(15)	(15)	(12)	(11)
Ohio State University	30,363 (22)	(20)	(19)	(17)	(22)	(28)
University of Oregon	28,654 (35)	(34)	(36)	(33)	(38)	(37)
Pennsylvania State Univ.	28,749 (32)	(35)	(35)	(24)	(39)	(38)
Univ. of Pennsylvania	34,251 (9)	(9)	(8)	(8)	(11)	(8)
Univ. of Pittsburgh	NR (30)	(32)	(40)	(34)	(30)	(30)
Princeton University	30,915 (17)	(16)	(14)	(19)	(20)	(18)
Purdue University	29,852 (28)	(24)	(21)	(23)	(24)	(24)
University of Rochester	28,613 (37)	(33)	(26)	(27)	(19)	(19)
Univ. of So. California	29,878 (26)	(25)	(23)	(25)	(30)	(33)
Stanford University	37,367 (3)	(3)	(2)	(6)	(3)	(5)
Syracuse University	28,729 (33)	(37)	(37)	(39)	(37)	(31)
University of Texas	28,638 (36)	(39)	(39)	(36)	(31)	(36)
Tulane University	25,449 (43)	(46)	(44)	(43)	(44)	(42)
Vanderbilt University	27,440 (39)	(39)	(31)	(29)	(26)	(21)
University of Virginia	29,088 (30)	(29)	(33)	(21)	(23)	(17)
University of Washington	30,501 (21)	(27)	(29)	(34)	(29)	(34)
Washington University (Mo.)	29,854 (27)	(26)	(25)	(32)	(28)	(26)
University of Wisconsin	31,632 (14)	(13)	(13)	(13)	(17)	(16)
Yale University	30,321 (23)	(21)	(17)	(14)	(15)	(15)

¹The 1979-80 and 1978-79 data apply to Berkeley campus only. Data for previous years included entire system.

²The 1979-80, 1978-79, 1977-78, 1976-77 data apply to Twin Cities only. Data for previous years included entire system.

Table C

Weighted Average Salary, Analyzed by Region,¹ Category,
and Academic Rank, 1979-80

(Standard Academic-Year Basis)

Academic Rank	West		North Central		Northeast		South		
	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I									
Professor	\$33,180	\$28,680	\$28,890	\$30,550	\$33,320	\$32,920	\$28,220 *	\$27,540	\$30,350
Associate	23,210	21,980	22,010	22,630	23,990	22,790	21,740 *	21,390	22,580
Assistant	18,960	18,070	17,970	18,410	18,370	18,190	17,810 *	17,480	18,310
Instructor	15,650	15,050	14,000	14,310	14,440	15,110	13,690 *	13,620	14,340
All Ranks ²	26,310	23,040	23,050	23,950	25,380	25,360	21,970 *	21,440	23,180
CATEGORY IIA									
Professor	29,080	24,780	24,280	25,680	28,090	26,880	24,150	23,760	25,290
Associate	22,180	20,940	20,180	21,030	22,490	21,090	20,400	19,990	20,660
Assistant	18,020	17,270	17,230	17,390	17,890	17,440	17,250	16,750	17,300
Instructor	14,630	14,420	14,070	14,420	14,280	14,260	14,030	13,790	13,940
All Ranks ²	24,110	20,650	19,480	20,540	21,960	20,880	19,290	18,690	19,770
CATEGORY IIB									
Professor	24,990	23,100	21,150	22,610	25,360	25,960	19,880	19,180	21,630
Associate	19,730	18,840	17,810	18,410	19,930	18,890	17,310	15,980	17,780
Assistant	17,080	15,940	15,150	15,320	16,040	15,680	15,410	13,700	15,230
Instructor	14,160	13,430	13,000	12,740	13,330	13,140	12,670	11,580	12,740
All Ranks ²	19,920	18,400	16,830	18,040	18,920	18,900	16,360	15,270	17,000
CATEGORY III									
Professor	27,620	21,030	18,470	25,050	25,870	21,980	22,020	18,580	24,100
Associate	25,900	18,810	18,490	21,810	21,740	19,500	19,570	16,790	19,860
Assistant	21,490	16,400	16,700	18,660	18,290	16,880	17,000	15,150	16,380
Instructor	23,560	13,990	14,760	15,880	14,170	13,560	14,990	14,410	13,500
All Ranks ²	24,420	16,960	16,460	19,560	20,020	18,030	17,290	15,490	17,650
CATEGORY IV									
No Rank	24,350	18,360	16,750	20,080	15,740	13,780	16,230	14,430	15,860
ALL CATEGORIES EXCEPT IV									
Professor	30,680	27,820	26,300	28,440	29,910	29,820	26,160	25,270	27,970
Associate	22,650	21,400	20,530	21,540	22,430	21,360	20,720	19,980	21,010
Assistant	18,540	17,590	16,950	17,740	17,760	17,360	17,300	16,590	17,210
Instructor	18,920	14,650	13,790	14,490	14,080	14,080	14,030	13,520	13,710
All Ranks ²	24,870	22,100	20,420	21,950	22,330	22,250	20,130	19,300	20,730

¹ Regions and geographic division of the United States, Department of Commerce, Bureau of the Census.

² All Ranks includes Lecturer.

* Data from last year's Table 3 of the "Supplementary Tables" should have read \$26,400, \$20,390 \$16,650, \$12,950 and \$20,800 for the ranks of Professor, Associate, Assistant, Instructor and All Ranks, respectively.

NOTE: Figures have been rounded to nearest \$10.

Table D

Weighted Average Compensation, Analyzed by Region,¹ Category,
and Academic Rank, 1979-80

(Standard Academic-Year Basis)

Academic Rank	West		North Central		Northeast		South		
	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I									
Professor	\$40,450	\$32,940	\$33,350	\$36,140	\$39,780	\$38,450	\$32,860*	\$31,070	\$34,030
Associate	28,350	25,570	25,510	26,970	28,810	26,390	25,620*	24,400	25,460
Assistant	23,340	21,200	20,980	21,940	22,020	21,070	21,070*	19,890	20,700
Instructor	18,660	17,750	16,440	16,950	17,250	17,290	15,990*	15,480	16,310
All Ranks ²	32,160	26,700	26,710	28,430	30,380	29,500	25,780*	24,330	26,120
CATEGORY IIA									
Professor	36,360	28,440	27,450	30,550	33,560	30,980	27,880	27,140	28,660
Associate	27,810	24,120	23,050	25,210	27,040	24,430	23,790	22,890	23,470
Assistant	22,620	20,020	19,690	20,880	21,450	20,020	20,150	19,140	19,640
Instructor	17,850	16,840	16,010	17,310	17,050	16,240	16,370	15,740	15,860
All Ranks ²	30,180	23,800	22,170	24,580	26,310	24,060	22,450	21,370	22,450
CATEGORY IIB									
Professor	29,790	27,220	24,690	27,260	30,500	30,660	22,750	22,280	24,930
Associate	23,560	22,060	20,640	21,910	23,800	22,060	19,870	18,460	20,420
Assistant	20,250	18,660	17,310	17,970	18,920	18,240	17,550	15,590	17,460
Instructor	16,910	15,780	14,670	14,590	15,530	14,990	14,250	13,050	14,420
All Ranks ²	23,730	21,580	19,400	21,420	22,520	22,100	18,670	17,540	19,510
CATEGORY III									
Professor	31,750	24,820	21,290	29,140	31,230	24,280	25,490	21,710	27,390
Associate	29,890	22,290	22,000	25,530	26,290	22,280	22,790	19,580	22,500
Assistant	25,000	19,650	19,950	21,980	22,220	19,260	19,710	17,520	18,450
Instructor	26,390	17,030	17,450	18,890	17,130	15,110	17,420	16,240	15,170
All Ranks ²	27,860	20,280	19,530	23,000	24,240	20,380	20,070	17,820	19,940
CATEGORY IV									
No Rank	28,410	21,600	18,980	23,820	18,670	15,530	18,500	15,770	17,960
ALL CATEGORIES EXCEPT IV									
Professor	37,820	32,020	30,220	33,720	35,790	34,650	30,350	28,700	31,510
Associate	27,940	24,890	23,690	25,670	26,960	24,730	24,260	22,870	23,810
Assistant	22,920	20,620	19,540	21,110	21,290	20,020	20,270	18,920	19,520
Instructor	21,880	17,310	15,830	17,170	16,800	15,980	16,310	15,350	15,540
All Ranks ²	30,610	25,650	23,510	26,080	26,760	25,750	23,490	22,000	23,450

¹ Regions and geographic divisions of the United States, Department of Commerce, Bureau of the Census.

² All Ranks includes Lecturer.

* Data from last year's Table 3 of the "Supplementary Tables" should have read \$30,230, \$23,730, \$19,500, \$14,980 and 24,050 for the ranks of Professor, Associate, Assistant and All Ranks, respectively.

NOTE: Figures have been rounded to nearest \$10.

Table E

Weighted Average Salary and Average Compensation for Public and Private
Category IIA¹ Institutions, by Rank and by State², 1979-80
(Standard Academic-Year Basis)

State	Average Salary				Average Compensation			
	Professor	Associate	Assistant	Instructor	Professor	Associate	Assistant	Instructor
PUBLIC								
Alabama	\$23,660	\$20,290	\$16,860	\$14,190	\$26,064	\$22,670	\$18,880	\$15,990
Arkansas	23,080	19,410	16,440	13,650	27,120	22,860	19,300	16,110
California	30,240	23,340	19,090	16,750	36,340	30,040	25,140	21,740
Colorado	24,030	19,950	16,570	14,330	27,380	22,760	18,960	16,190
Connecticut	26,980	21,630	18,690	15,960	31,770	25,660	22,280	19,070
Florida	25,360	20,420	16,980	14,080	27,130	22,040	18,370	15,210
Georgia	23,560	19,740	16,580	13,580	25,660	21,690	18,300	15,070
Illinois	25,070	20,790	17,390	13,400	28,930	24,100	20,250	15,680
Indiana	25,520	20,980	16,730	12,890	31,740	25,680	20,480	14,690
Kansas	24,240	20,040	17,140	13,930	27,390	22,850	19,630	15,860
Kentucky	23,910	19,990	16,390	13,740	27,650	23,310	19,710	16,160
Louisiana	24,080	20,570	17,510	14,290	26,610	22,740	19,360	15,740
Maryland	28,630	23,210	19,210	15,070	32,900	27,000	22,550	17,650
Massachusetts	28,010	22,060	18,330	15,730	29,330	23,230	19,360	16,510
Michigan	27,070	21,610	18,260	15,700	33,320	26,690	22,610	19,510
Minnesota	25,650	21,580	18,100	15,050	29,410	25,350	21,430	18,110
Mississippi	22,280	19,930	17,030	13,740	23,970	21,510	18,450	14,940
Missouri	24,700	20,590	17,240	13,710	26,510	22,270	18,750	15,000
Nebraska	23,790	19,880	16,670	13,500	26,840	22,570	18,980	15,420
New Jersey	29,910	23,860	18,820	14,780	35,210	28,350	22,440	17,620
New Mexico	25,340	21,670	17,420	12,850	29,030	24,920	20,100	14,890
New York	27,930	21,890	17,570	13,830	34,250	27,120	21,800	17,210
North Carolina	24,640	20,070	17,130	13,930	28,530	23,390	20,040	16,310
Ohio	28,890	22,430	17,800	13,890	34,020	26,600	21,250	16,700
Oklahoma	23,480	21,100	18,790	15,370	25,510	23,030	20,570	16,900
Oregon	25,160	20,110	16,990	14,500	31,610	25,540	21,700	18,640
Pennsylvania	29,860	24,520	19,750	15,860	35,210	29,360	19,300	16,410
South Carolina	25,780	20,980	17,700	13,600	27,690	22,750	19,270	14,850
South Dakota	22,470	18,620	16,080	14,030	25,420	21,180	18,320	16,100
Tennessee	25,370	20,620	16,740	14,210	29,410	24,010	19,550	16,800
Texas	25,780	21,270	17,460	13,960	30,700	25,690	21,340	17,150
Virginia	25,410	20,720	17,120	13,960	28,160	23,170	19,200	15,670
Wisconsin	26,400	21,460	18,280	15,890	32,020	26,320	22,580	19,710
PRIVATE								
California	24,570	19,540	16,080	13,310	28,800	23,000	18,660	15,530
Connecticut	27,610	21,000	17,270	14,020	32,810	25,060	20,370	16,180
Florida	21,150	17,063	14,260	12,050	24,650	19,660	16,400	13,710
Illinois	26,310	21,090	16,860	14,030	30,610	24,790	19,560	15,970
Iowa	25,680	20,090	18,300	14,820	29,150	23,080	20,840	16,630
Massachusetts	27,430	21,370	17,250	13,290	32,380	25,410	20,050	15,210
Michigan	*	19,570	17,360	--	*	22,980	20,510	--
Missouri	20,060	16,240	14,700	13,230	23,180	18,770	16,760	14,880
New Hampshire	23,860	18,000	15,470	12,680	27,440	20,870	18,230	14,800
New Jersey	26,350	21,270	17,570	14,370	31,130	25,220	20,690	16,490
New York	27,280	21,650	17,220	14,200	32,480	25,780	20,240	16,440
Pennsylvania	28,040	20,810	16,920	13,680	33,340	24,700	19,760	15,780

¹ Category IIA includes institutions awarding degrees above the baccalaureate but awarding an average of less than 15 Ph.D.'s a year for the most recent three years.

² The states not included in this table either were not represented in the survey by public or private institutions or the sample was too small to be meaningful.

* Too few individuals in rank.

NOTE: Figures have been rounded to the nearest \$10.

Table F

Weighted Average Salary and Average Compensation for Public and Private
Category IIB¹ Institutions, by Rank and by State², 1979-80

(Standard Academic-Year Basis)

State	Average Salary				Average Compensation			
	Professor	Associate	Assistant	Instructor	Professor	Associate	Assistant	Instructor
PUBLIC								
Arkansas	\$20,480	\$18,010	\$15,510	\$13,010	\$23,430	\$20,880	\$17,860	\$14,560
Colorado	24,450	20,400	17,620	14,980	27,830	23,300	20,160	17,080
Georgia	23,460	19,060	16,880	14,520	25,490	20,870	18,620	16,020
Maryland	21,870	18,070	14,950	11,370	25,290	20,730	17,200	13,660
Missouri	23,090	20,260	17,450	14,610	25,050	21,970	18,980	16,150
North Carolina	24,260	20,330	17,350	14,210	28,090	23,630	20,280	16,410
North Dakota	22,360	19,670	16,600	14,640	25,850	22,970	19,230	16,820
Oklahoma	21,960	19,620	17,690	14,050	24,120	21,590	19,540	15,620
Pennsylvania	28,670	19,650	15,790	13,090	30,460	23,680	18,640	15,160
South Carolina	25,070	19,670	16,430	13,810	26,840	21,290	17,840	15,050
Virginia	22,470	18,610	15,960	13,730	25,350	20,920	18,000	15,470
West Virginia	21,940	18,430	16,050	13,710	25,530	21,570	18,850	16,070
PRIVATE								
California	26,810	19,350	16,550	13,800	32,170	23,300	19,720	15,770
Colorado	25,550	18,190	14,900	12,460	30,000	21,370	17,290	14,480
Georgia	20,630	16,930	13,900	11,320	23,470	19,370	15,610	12,410
Illinois	23,470	18,590	15,520	13,480	27,790	21,680	17,940	15,480
Indiana	24,370	18,470	15,240	13,160	28,880	21,860	17,950	15,450
Iowa	23,470	17,370	14,350	13,090	27,760	20,270	16,660	15,330
Kentucky	21,670	17,670	14,920	13,320	25,320	20,620	17,060	14,930
Maine	26,770	19,300	15,470	13,500	32,120	23,010	17,960	15,060
Maryland	23,360	18,700	15,240	12,170	27,880	22,540	18,150	15,270
Massachusetts	28,610	20,790	16,670	14,520	34,180	24,640	19,720	16,590
Michigan	23,340	18,890	15,990	11,620	27,940	22,530	18,960	13,410
Missouri	20,490	16,830	14,690	12,050	23,460	19,210	16,530	13,300
New York	26,000	19,450	15,810	13,060	31,590	23,370	18,730	15,250
Ohio	24,130	18,650	15,130	12,820	30,110	22,610	17,820	14,760
Pennsylvania	24,980	19,650	15,790	13,090	30,460	23,680	18,640	15,160
South Carolina	18,860	14,870	12,940	10,800	21,360	16,960	14,730	12,080
Tennessee	16,430	15,980	13,130	10,650	19,780	18,450	15,490	12,830
Vermont	25,320	18,130	15,680	13,170	29,040	21,030	17,940	15,020
Wisconsin	23,450	19,020	15,430	11,810	27,950	22,730	17,940	13,530

¹ Category IIB includes institutions awarding only the baccalaureate or equivalent degree.

² The states not included in this table either were not represented in the survey by public or private institutions or the sample was too small to be meaningful.

NOTE: Figures have been rounded to nearest \$10.

Table G

Average Salary and Average Compensation for a Selected Group of 36 and 41
Institutions Analyzed by Size and Regional Subgroups, 1979-80
(Standard Academic-Year Basis)

Size and Regional Subgroup	AVERAGE SALARY					AVERAGE COMPENSATION				
	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
New England and Middle Atlantic										
Group I										
(four small)	\$30,390	\$21,880	\$16,950	\$13,910	\$23,580	\$36,940	\$26,570	\$20,310	\$15,730	\$28,540
(six small)	30,010	21,710	16,790	13,730	23,250	36,480	26,420	20,090	15,600	28,140
Group II										
(five medium)	33,100	23,280	18,020	14,230	25,840	40,320	28,150	21,290	16,540	31,210
Group III										
(three large)	36,200	23,470	17,930	14,770	27,380	42,970	28,010	21,350	16,910	32,520
(five large)	36,590	23,960	18,770	15,060	28,400	43,810	28,400	21,960	17,220	33,780
Group IV										
(two women's)	28,560	21,810	16,580	14,430	21,920	35,480	26,880	19,840	16,790	26,830
(three women's)	29,350	22,000	17,330	14,590	22,100	36,280	27,060	20,820	16,630	26,940
North Central and Pacific										
Group V										
(five small)	27,670	20,240	16,290	15,000	21,860	32,860	24,150	18,980	17,410	25,860
Group VI										
(four medium and large)	34,350	23,480	18,810	17,230	27,690	40,980	27,830	22,040	19,960	32,850
South										
Group VII										
(four medium and large)	30,880	22,280	17,650	15,060	24,880	36,370	26,340	20,600	16,630	29,020
New England, North Central and Pacific										
Group VIII										
(three inst. of tech.)	34,430	23,750	18,750	15,180	27,500	41,870	28,960	22,740	18,480	33,480
North Central and Pacific										
Group IX										
(six large state univs.)	32,750	23,160	19,120	15,400	26,870	39,350	28,110	23,380	19,390	32,480
All 41 Institutions Combined	33,420	22,950	18,530	14,860	26,700	40,170	27,850	22,150	18,040	32,050

NOTE: Data for this historical group formerly known as the "Biennial Institutions" have been collected since 1939 and are available upon request. The sample includes: Amherst, Bowdoin, Brown, Bryn Mawr, California Institute of Technology, University of California, Carleton, Case Western Reserve, Columbia, Cornell (Endowed Colleges), Dartmouth, Duke, Emory, Harvard, Haverford, University of Illinois, Johns Hopkins, Massachusetts Institute of Technology, University of Michigan, Mills, University of Minnesota, Northwestern, Oberlin, University of Pennsylvania, Pomona, Princeton, Reed, Rice, University of Rochester, Stanford, Swarthmore, Vanderbilt, Vassar, Wabash, Washington University (Mo.), University of Washington, Wellesley, Wesleyan, Williams, University of Wisconsin, Yale.

TABLE H

Weighted Average Salaries for a Selected Group
of 36 Institutions¹, by Academic Rank and for All Ranks Combined,
1957-58 through 1979-80

(Standard Academic-Year Basis)

Academic Year	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks Combined
1957-58	\$10,550	\$ 7,700	\$ 6,110	\$ 4,890	\$ 7,760
1959-60	11,800	8,530	6,790	5,200	8,660
1961-62	13,050	9,280	7,400	5,940	9,680
1963-64	14,450	10,220	8,130	6,370	10,650
1965-66	16,110	11,310	8,990	7,110	11,840
1967-68	17,910	12,580	10,010	7,920	13,320
1969-70	19,930	13,920	11,170	8,560	14,980
1970-71	20,640	14,380	11,600	9,420	15,670
1971-72	21,080	14,740	11,970	9,750	16,280
1972-73	21,930	15,440	12,630	10,290	16,830
1973-74	23,010	16,230	13,220	10,810	17,810
1974-75	24,450	16,970	12,900	11,420	19,090
1975-76	26,040	18,180	14,790	12,130	20,450
1976-77	27,650	19,380	15,740	12,530	21,990
1977-78	28,450	20,120	16,150	12,890	22,670
1978-79	30,820	21,480	17,380	14,200	24,730
1979-80	33,150	23,050	18,450	14,850	26,520

¹Sample includes: Amherst Coll., Brown Univ., Columbia Univ., Cornell Univ., Bowdoin Coll., Swarthmore Coll., Wesleyan Univ., Dartmouth Coll., Johns Hopkins Univ., Princeton Univ., Univ. of Rochester, Yale Univ., Bryn Mawr Coll., Vassar Coll., Carleton Coll., Mills Coll., Pomona Coll., Reed Coll., Wabash Coll., Oberlin Coll., Northwestern Univ., Stanford Univ., Washington Univ., Duke Univ., Emory Univ., Rice Univ., Vanderbilt Univ., California Institute of Technology, Case Institute of Technology, M.I.T., Universities of California, Illinois, Michigan, Minnesota, Washington, and Wisconsin

NOTE: Figures have been rounded to the nearest \$10.

Table I
Salary Ranking of Major Public Universities in
Alphabetical Order, by Academic Rank, 1979-80¹
(Standard Academic-Year Basis)

Institution	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Alabama	44 (33)	47 (33)	48 (43)	43 (41)	45
University of Alaska	1 (NR)	1 (NR)	1 (NR)	NR (NR)	1
University of Arizona	12 (12)	10 (10)	8 (7)	6 (8)	13
University of Arkansas	43 (44)	43 (43)	29 (37)	28 (32)	39
University of California	3 (8)	11 (28)	2 (21)	35 (NR)	2
University of Colorado	38 (37)	41 (42)	34 (33)	17 (6)	23
University of Connecticut	5 (4)	7 (4)	9 (5)	3 (3)	5
University of Delaware	7 (6)	12 (9)	31 (25)	20 (19)	28
University of Florida	37 (36)	40 (41)	12 (8)	12 (9)	31
University of Georgia	19 (13)	22 (12)	20 (10)	32 (30)	30
University of Hawaii	17 (14)	23 (21)	24 (24)	26 (25)	17
University of Idaho	45 (45)	44 (45)	42 (44)	NR (45)	38
University of Illinois	10 (10)	21 (15)	6 (3)	1 (4)	4
Indiana University	27 (24)	32 (35)	30 (32)	NR (2)	22
University of Iowa	21 (19)	15 (14)	23 (17)	16 (12)	21
University of Kansas	31 (27)	36 (34)	28 (34)	11 (23)	24
University of Kentucky	33 (30)	33 (25)	32 (27)	5 (17)	37
Louisiana State University	25 (34)	17 (36)	10 (29)	27 (33)	29
University of Maine	48 (48)	48 (48)	50 (49)	46 (46)	49
University of Maryland	22 (20)	25 (20)	25 (28)	33 (35)	36
University of Massachusetts	23 (25)	14 (30)	16 (35)	4 (16)	12
University of Michigan	6 (5)	6 (7)	7 (4)	24 (24)	3
University of Minnesota	15 (18)	20 (17)	15 (11)	9 (13)	11
University of Mississippi	39 (40)	34 (27)	44 (41)	44 (43)	43
University of Missouri	34 (35)	26 (26)	19 (19)	7 (14)	27
University of Montana	50 (49)	50 (49)	47 (48)	14 (28)	47
University of Nebraska	46 (39)	42 (40)	40 (38)	22 (42)	48
University of Nevada	28 (28)	19 (16)	14 (15)	NA (1)	18
University of New Hampshire	36 (38)	31 (38)	41 (46)	15 (18)	41
Rutgers State University	2 (1)	2 (1)	36 (12)	34 (26)	16
University of New Mexico	29 (29)	37 (37)	38 (36)	29 (29)	34
SUNY at Buffalo	8 (2)	13 (2)	46 (14)	23 (NA)	15
University of North Carolina	9 (7)	9 (8)	3 (1)	10 (22)	7
University of North Dakota	47 (46)	46 (44)	45 (45)	38 (40)	46
Ohio State University	13 (11)	8 (6)	4 (2)	13 (7)	10
University of Oklahoma	40 (41)	38 (39)	35 (40)	45 (44)	40
University of Oregon	32 (22)	39 (18)	39 (22)	18 (5)	33
Pennsylvania State University	11 (9)	4 (5)	11 (9)	21 (20)	14
University of Rhode Island	30 (26)	24 (23)	18 (23)	40 (38)	26
University of South Carolina	16 (17)	16 (13)	21 (20)	30 (27)	32
University of South Dakota	49 (47)	49 (47)	49 (47)	41 (37)	50
University of Tennessee	35 (32)	30 (31)	26 (31)	39 (39)	35
University of Texas	18 (15)	28 (22)	27 (26)	31 (31)	25
University of Utah	24 (21)	29 (24)	22 (16)	8 (11)	20
University of Vermont	42 (43)	45 (46)	43 (42)	37 (NA)	42
University of Virginia	4 (3)	3 (3)	33 (30)	36 (36)	8
University of Washington	14 (16)	18 (19)	13 (18)	25 (15)	9
West Virginia University	41 (42)	35 (32)	37 (39)	42 (34)	44
University of Wisconsin	20 (23)	27 (29)	17 (13)	19 (21)	6
University of Wyoming	26 (31)	5 (11)	5 (6)	2 (10)	19

¹Figures in parentheses are for 1978-79

Table J
Compensation Ranking of Major Public Universities in
Alphabetical Order, by Academic Rank, 1979-80
(Standard Academic-Year Basis)

Institution	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
University of Alabama	45 (34)	46 (32)	47 (43)	43 (38)	45
University of Alaska	2 (NR)	1 (NR)	1 (NR)	NA (NR)	2
University of Arizona	17 (17)	13 (13)	11 (9)	7 (6)	14
University of Arkansas	39 (39)	41 (37)	33 (37)	34 (34)	37
University of California	1 (3)	2 (6)	2 (2)	18 (NA)	1
University of Colorado	26 (36)	42 (38)	40 (34)	28 (19)	27
University of Connecticut	9 (13)	12 (17)	10 (21)	4 (10)	7
University of Delaware	7 (6)	10 (8)	21 (17)	16 (13)	23
University of Florida	32 (44)	47 (46)	32 (31)	26 (23)	41
University of Georgia	31 (24)	33 (29)	35 (27)	38 (33)	40
University of Hawaii	16 (11)	21 (14)	20 (12)	23 (18)	17
University of Idaho	38 (42)	39 (40)	36 (36)	NA (42)	30
University of Illinois	10 (10)	24 (22)	9 (10)	1 (7)	6
Indiana University	21 (18)	22 (20)	16 (18)	NA (1)	13
University of Iowa	20 (20)	11 (12)	15 (14)	8 (9)	15
University of Kansas	27 (28)	37 (33)	34 (40)	17 (28)	26
University of Kentucky	37 (25)	29 (24)	27 (25)	13 (20)	29
Louisiana State University	30 (37)	28 (42)	23 (38)	33 (36)	35
University of Maine	49 (46)	48 (47)	50 (49)	46 (46)	49
University of Maryland	36 (22)	27 (25)	24 (24)	32 (31)	32
University of Massachusetts	23 (40)	38 (45)	43 (47)	25 (29)	28
University of Michigan	4 (5)	4 (3)	3 (1)	11 (11)	3
University of Minnesota	8 (8)	5 (7)	4 (3)	2 (3)	5
University of Mississippi	43 (45)	45 (43)	49 (46)	44 (45)	48
University of Missouri	29 (43)	40 (39)	38 (32)	22 (25)	38
University of Montana	47 (49)	49 (49)	46 (48)	19 (27)	44
University of Nebraska	48 (41)	43 (41)	44 (41)	27 (43)	47
University of Nevada	24 (29)	25 (26)	22 (26)	NA (12)	25
University of New Hampshire	41 (30)	26 (27)	31 (33)	15 (14)	39
Rutgers State University	3 (2)	3 (1)	26 (11)	31 (22)	21
University of New Mexico	34 (27)	36 (35)	41 (30)	30 (26)	31
SUNY at Buffalo	5 (1)	6 (2)	28 (6)	12 (NA)	10
University of North Carolina	11 (7)	15 (10)	7 (5)	14 (21)	12
University of North Dakota	46 (47)	44 (44)	45 (44)	42 (41)	46
Ohio State University	13 (9)	8 (4)	5 (4)	10 (5)	9
University of Oklahoma	40 (35)	35 (31)	29 (42)	45 (44)	36
University of Oregon	22 (21)	23 (16)	18 (13)	5 (4)	19
Pennsylvania State University	14 (12)	7 (9)	13 (15)	21 (17)	18
University of Rhode Island	28 (23)	19 (19)	19 (22)	35 (40)	22
University of South Carolina	33 (26)	34 (34)	42 (39)	40 (32)	42
University of South Dakota	50 (48)	50 (48)	48 (45)	41 (35)	50
University of Tennessee	35 (32)	31 (36)	30 (35)	39 (39)	34
University of Texas	18 (19)	20 (21)	17 (16)	24 (24)	20
University of Utah	19 (14)	16 (11)	8 (8)	3 (2)	11
University of Vermont	42 (31)	30 (30)	25 (23)	29 (NA)	33
University of Virginia	6 (4)	9 (5)	39 (28)	37 (37)	16
University of Washington	12 (16)	14 (18)	12 (19)	20 (16)	8
West Virginia University	44 (38)	32 (28)	37 (29)	36 (30)	43
University of Wisconsin	15 (15)	17 (15)	6 (7)	9 (8)	4
University of Wyoming	25 (33)	18 (23)	14 (20)	6 (15)	24

1Figures in parentheses are for 1978-79.

TABLE K

Weighted Average Salary and Average Compensation by Rank
and for All Ranks Combined for the "IVY LEAGUE,"¹ 1971-72 to 1979-80
(Standard Academic-Year Basis)

Academic Year	AVERAGE SALARY					AVERAGE COMPENSATION				
	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ²	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ²
1971-72	\$22,930	\$15,730	\$12,300	\$10,020	\$17,790	\$26,890	\$18,230	\$14,120	\$10,790	\$20,680
1972-73	23,760	16,380	12,670	10,150	18,510	27,890	18,960	14,430	11,120	21,520
1973-74	24,990	17,060	13,280	10,530	19,470	29,640	19,970	15,200	11,610	22,840
1974-75	26,170	17,890	13,780	11,140	20,310	31,020	20,950	15,800	12,300	23,790
1975-76	27,730	18,910	14,570	11,560	21,540	32,960	22,020	16,730	12,660	25,290
1976-77	29,410	19,990	15,430	12,070	22,890	35,110	23,340	17,740	13,480	26,990
1977-78	30,990	20,990	15,820	12,870	24,270	37,030	24,140	18,650	14,290	28,480
1978-79	32,950	22,080	17,310	14,160	25,810	39,610	26,040	20,020	15,790	30,660
1979-80	35,590	23,590	18,460	14,850	27,690	42,860	28,080	21,600	16,880	33,080

¹ Sample includes: Brown, Columbia, Cornell, Dartmouth, Harvard, Princeton, Yale, and the University of Pennsylvania.

² All Ranks including Lecturer.

NOTE: Figures have been rounded to the nearest \$10.

TABLE L

Percentage Increases in Salaries and Compensation by
Rank for the "IVY LEAGUE" Institutions¹

Rank	1978-79 to 1979-80	1977-78 to 1978-79	1976-77 to 1977-78	1975-76 to 1976-77	1974-75 to 1975-76	1973-74 to 1974-75	1972-73 to 1973-74	1971-72 to 1972-73
SALARY								
Professor	8.0%	6.3%	5.4%	6.1%	6.0%	4.7%	5.2%	3.6%
Associate	6.8	5.2	5.0	5.7	5.7	4.9	4.2	4.1
Assistant	6.6	9.4	2.5	5.9	5.7	3.8	4.8	3.0
Instructor	4.9	10.0	6.6	4.4	3.8	5.8	3.7	1.3
All Ranks Combined ²	7.3	6.3	6.0	6.3	6.1	4.3	5.2	4.0
COMPENSATION								
Professor	8.2	7.0	5.5	6.5	6.3	4.7	6.3	3.7
Associate	7.8	7.9	3.4	6.0	5.1	4.9	5.3	4.0
Assistant	7.9	7.3	5.1	6.0	5.9	3.9	5.3	2.2
Instructor	6.9	10.5	6.0	6.5	2.9	5.9	4.4	3.1
All Ranks Combined ²	7.9	7.7	5.5	6.7	6.3	4.2	6.1	4.1

¹ See Table K for list of institutions in sample.

² All Ranks includes lecturer.

NOTE: Number of faculty in each year used as weights.

TABLE M

Weighted Average Salary and Average Compensation by Rank and
for All Ranks Combined for the "BIG TEN," 1970-71 to 1979-80¹

(Standard Academic-Year Basis)

Academic Year	AVERAGE SALARY					AVERAGE COMPENSATION				
	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ²	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ²
1970-71	\$19,770	\$14,480	\$11,910	\$ 9,420	\$14,900	\$22,380	\$16,520	\$13,600	\$10,720	\$16,960
1971-72	20,490	14,990	12,370	9,830	15,620	23,470	17,270	14,290	11,290	17,960
1972-73	21,060	15,550	12,820	10,050	16,310	24,180	17,960	14,840	11,570	18,790
1973-74	22,140	16,240	13,360	10,540	17,200	25,590	18,920	15,640	12,240	19,990
1974-75	23,460	17,090	14,090	11,200	18,600	27,240	20,030	16,600	13,230	21,720
1975-76	25,170	18,450	15,130	12,160	20,120	29,320	21,700	17,910	14,400	23,570
1976-77	26,430	19,460	16,240	12,680	21,300	30,950	23,030	19,320	15,050	25,090
1977-78	27,780	20,330	16,700	13,160	22,400	32,730	24,250	20,080	15,760	26,580
1978-79	29,740	21,730	17,840	14,400	24,220	35,110	25,980	21,460	17,360	28,780
1979-80	31,650	23,100	18,950	15,190	25,770	37,720	27,890	22,990	18,450	30,920

¹ Sample includes: Indiana University, Michigan State University, Northwestern University, Ohio State University, Purdue University, and the Universities of Illinois, Iowa, Michigan, Minnesota, and Wisconsin.

² All Ranks including Lecturer.

NOTE: Figures have been rounded to the nearest \$10.

TABLE N

Weighted Average Salary and Average Compensation by Rank and
for All Ranks Combined for the "BIG EIGHT," 1966-67 to 1979-80¹

(Standard Academic-Year Basis)

Academic Year	AVERAGE SALARY					AVERAGE COMPENSATION				
	Professor	Associate Professor	Assistant Professor	Instructor	All ² Ranks	Professor	Associate Professor	Assistant Professor	Instructor	All ² Ranks
1966-67	\$14,010	\$10,940	\$ 9,260	\$ 6,820	\$10,680	\$14,990	\$11,710	\$ 9,950	\$ 7,380	\$11,460
1967-68	15,150	11,830	10,030	7,340	11,540	16,190	12,660	10,760	7,970	12,370
1968-69	16,220	12,670	10,620	7,780	12,290	17,380	13,610	11,440	8,480	13,220
1969-70	17,010	13,240	11,120	8,330	12,970	18,240	14,270	12,020	9,110	13,980
1970-71	17,770	13,920	11,590	8,570	13,670	19,080	15,040	12,590	9,440	14,780
1971-72	18,040	14,150	11,820	8,650	14,000	19,470	15,320	12,860	9,560	15,180
1972-73	18,660	14,560	12,140	9,030	14,590	20,230	15,920	13,380	10,090	15,950
1973-74	19,510	15,200	12,600	9,450	15,350	21,410	16,810	14,070	10,660	16,980
1974-75	20,770	16,220	13,480	10,140	16,500	22,770	17,930	15,060	11,400	18,240
1975-76	22,290	17,340	14,340	10,770	17,760	24,520	19,260	16,050	12,140	19,690
1976-77	23,600	18,240	15,020	11,300	18,820	26,240	20,510	17,010	12,920	21,100
1977-78	24,690	19,120	15,650	11,940	19,710	27,630	21,640	17,840	13,780	22,250
1978-79	26,300	20,500	16,590	12,970	21,230	29,600	23,200	19,080	15,030	24,110
1979-80	27,890	21,590	17,750	13,280	22,580	31,640	24,750	20,500	15,470	25,810

¹ Sample includes: Iowa, Kansas, and Oklahoma State Universities and the Universities of Colorado, Kansas, Missouri, Nebraska, and Oklahoma.

² All Ranks including Lecturer.

NOTE: Figures have been rounded to the nearest \$10.

TABLE O

Percentage of Full-Time Faculty Members with Tenure Status, by Type
of Affiliation and Academic Rank, 1974-75 through 1979-80

Academic Rank	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
PUBLIC						
Professor	95%	95%	93%	96%	97%	97%
Associate	83	85	83	86	86	89
Assistant	32	31	33	35	32	32
PRIVATE INDEPENDENT						
Professor	96	97	95	96	96	96
Associate	75	76	74	76	76	75
Assistant	15	15	17	17	15	14
CHURCH-RELATED						
Professor	94	94	91	93	93	93
Associate	78	79	75	77	77	77
Assistant	28	28	27	28	26	25
ALL COMBINED						
Professor	95	95	93	96	96	96
Associate	81	83	81	83	83	86
Assistant	29	29	30	31	28	28
All Ranks	60	60	60	62	63	64

NOTE: Percentages have been rounded to nearest unit. "All Ranks"
inclusive of Instructor.

TABLE P

Percentage of Full-Time Faculty Members with Tenure Status,
by Category and Academic Rank, 1974-75 through 1979-80

Academic Rank	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
CATEGORY I						
Professor	96%	95%	94%	97%	97%	97%
Associate	83	84	81	84	84	84
Assistant	18	17	17	14	16	17
CATEGORY IIA						
Professor	94	95	94	94	95	95
Associate	80	82	81	81	82	82
Assistant	37	36	37	38	36	35
CATEGORY IIB						
Professor	94	94	92	94	94	94
Associate	77	79	76	80	80	79
Assistant	27	29	28	29	27	26
CATEGORY III						
Professor	92	96	90	96	95	96
Associate	82	90	83	90	88	89
Assistant	49	59	52	61	56	58
CATEGORY IV						
No Rank	64	63	49	74	78	79
ALL CATEGORIES EXCEPT IV						
Professor	95	95	93	96	96	96
Associate	81	83	81	83	83	86
Assistant	29	31	30	31	28	28
All Ranks	60	60	60	62	63	64

NOTE: Percentages have been rounded to nearest unit. "All Ranks" inclusive of Instructor.

Table Q

Weighted Average Salary for Men, and Weighted Average Salary for Women
as a Percentage of Men's, by Rank, Category of Institution, and Affiliation, 1979-80¹
(Standard Academic-Year Basis)

Academic Rank	Salary				Average Salary-Women as a Percentage of Men's			
	All Combined	Public	Private Independent	Church- Related	All Combined	Public	Private Independent	Church- Related
CATEGORY I								
Professor	\$30,870	\$30,290	\$33,590	\$28,340	90.0%	90.9%	88.9%	85.5%
Associate	22,700	22,640	23,260	21,880	94.3	94.5	94.2	91.9
Assistant	18,500	18,480	18,620	18,310	94.1	94.3	95.5	90.3
Instructor	14,690	14,590	15,190	14,880	94.3	94.7	93.5	93.7
Lecturer	17,720	17,920	16,580	15,170	86.2	86.0	88.7	85.1
All Ranks	24,900	24,540	27,030	22,880	75.9	76.6	74.0	77.1
CATEGORY IIA								
Professor	26,890	27,530	26,490	23,020	96.0	96.5	88.2	94.2
Associate	21,340	21,740	20,880	19,240	96.1	97.4	91.3	92.6
Assistant	17,640	17,970	17,210	16,250	96.2	97.1	93.3	93.5
Instructor	14,280	14,670	13,660	12,540	96.6	96.5	95.6	98.7
Lecturer	15,780	15,750	15,150	16,600	87.1	87.4	82.9	88.9
All Ranks	21,780	22,290	21,070	19,260	84.1	84.8	80.8	81.9
CATEGORY IIB								
Professor	22,840	24,200	24,760	20,770	97.4	101.2	99.2	93.3
Associate	18,530	20,150	19,000	17,430	96.1	99.1	96.5	94.1
Assistant	15,660	17,160	15,720	14,850	95.7	97.6	96.0	95.7
Instructor	13,140	14,260	13,130	12,530	94.4	95.2	92.5	95.8
Lecturer	14,140	15,780	13,020	12,200	89.3	92.3	95.4	86.2
All Ranks	18,390	19,450	19,380	17,180	84.9	88.6	83.7	84.6
CATEGORY III								
Professor	24,840	25,270	18,490	15,860	98.1	98.3	*	*
Associate	21,150	21,370	16,580	15,780	97.7	98.3	95.0	92.8
Assistant	17,880	18,110	14,000	13,390	97.0	97.3	98.4	97.9
Instructor	16,320	16,700	11,470	10,400	91.6	92.5	97.6	99.8
Lecturer	14,590	15,120	--	--	86.2	90.0	--	--
All Ranks	19,750	20,060	14,560	13,870	90.3	91.1	88.9	89.8
CATEGORY IV								
No Rank	20,260	20,740	14,900	12,900	90.1	90.5	86.6	87.8
ALL CATEGORIES EXCEPT IV								
Professor	28,680	29,040	30,270	22,840	90.7	91.9	86.2	90.1
Associate	21,600	22,110	21,320	18,710	94.8	95.8	92.4	92.8
Assistant	17,730	18,200	17,300	15,750	95.1	95.8	93.8	93.9
Instructor	14,720	15,300	13,680	12,650	93.9	93.7	93.3	96.6
Lecturer	17,090	17,380	15,750	14,940	86.1	86.4	86.9	85.1
All Ranks	22,710	23,160	23,370	18,690	79.5	80.7	75.1	81.6

¹ Sample includes 2,439 institutions.

* Sample too small to be meaningful.

Table R

Average Salary and Average Compensation as a Percentage of Professors'
 Average Salary and Average Compensation, by Rank, Category of
 Institution, and Type of Affiliation, 1979-80¹

Academic Rank	Salary				Compensation			
	All Combined	Private Public	Private Independent	Church-Related	All Combined	Private Public	Private Independent	Church-Related
CATEGORY I								
Professor	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Associate	73.3	74.5	70.0	76.9	73.5	74.9	68.8	77.2
Assistant	59.3	60.3	55.1	63.1	59.5	60.9	54.3	62.5
Instructor	46.4	47.0	44.2	51.1	46.4	47.3	43.3	49.4
CATEGORY IIA								
Professor	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Associate	79.1	78.9	78.5	82.7	79.0	78.7	78.8	82.3
Assistant	65.1	64.9	64.3	69.4	64.5	64.4	63.6	68.7
Instructor	52.4	52.5	51.2	54.3	51.3	51.6	49.7	53.0
CATEGORY IIB								
Professor	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Associate	80.7	83.0	76.2	83.5	80.0	83.2	75.5	82.9
Assistant	67.7	70.3	62.7	70.8	66.4	70.2	61.2	69.4
Instructor	56.0	57.4	51.2	59.3	54.1	57.1	49.1	57.1
CATEGORY III								
Professor	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Associate	84.9	84.4	90.7	96.7	85.1	84.7	91.2	95.4
Assistant	71.4	71.2	77.5	83.1	71.7	71.5	76.1	81.1
Instructor	63.4	64.0	63.1	65.1	62.7	63.5	61.4	62.4
ALL CATEGORIES COMBINED								
Professor	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Associate	75.2	76.1	70.2	81.4	75.2	76.4	69.8	81.1
Assistant	61.3	62.3	56.6	68.1	61.2	62.5	55.6	67.1
Instructor	50.1	51.4	44.2	54.8	49.4	51.1	42.6	53.0

¹ Sample includes 2,486 institutions.

Table S

Number of Women Faculty Members as a Percentage of Total Faculty, by
Category, Affiliation, and Academic Rank, 1979-80¹

Rank	All Combined	Public	Private Independent	Church-Related
CATEGORY I				
Professor	6.0%	6.2%	5.2%	7.5%
Associate	15.7	15.4	16.1	19.0
Assistant	30.0	30.2	27.1	35.8
Instructor	53.7	55.2	42.1	57.9
All Ranks	18.1	18.4	15.2	23.6
CATEGORY IIA				
Professor	11.3	12.0	10.6	7.7
Associate	19.2	19.3	18.5	19.9
Assistant	34.1	34.4	33.4	33.3
Instructor	51.5	52.2	46.6	54.7
All Ranks	24.5	24.7	23.9	24.2
CATEGORY IIB				
Professor	10.6	10.7	10.9	10.4
Associate	20.5	20.4	20.4	20.6
Assistant	34.9	30.9	34.6	36.9
Instructor	51.6	49.6	47.0	55.2
All Ranks	27.2	26.5	25.7	28.5
CATEGORY III				
Professor	19.6	19.6	18.6	19.3
Associate	28.3	27.9	37.3	31.9
Assistant	38.5	38.1	45.7	44.4
Instructor	50.0	44.9	56.8	56.9
All Ranks	34.9	34.2	45.1	41.3
CATEGORY IV				
No Rank	34.7	34.6	36.7	36.0
ALL CATEGORIES EXCEPT IV				
Professor	8.7	8.9	7.6	9.1
Associate	18.6	18.4	18.4	20.2
Assistant	33.0	32.8	31.7	35.8
Instructor	50.8	50.8	46.8	55.4
All Ranks	22.9	22.8	21.0	26.6

¹ Sample includes 2,486 institutions.

Table T

Percentage Distribution of Full-Time Faculty Members by Rank, Category
of Institution, and Affiliation, 1979-80¹

Rank	All Combined	Public	Private Independent	Church-Related
CATEGORY I				
Professor	37.1%	36.1%	43.9%	29.1%
Associate	28.3	28.8	24.7	31.2
Assistant	26.5	26.6	25.4	31.8
Instructor	5.6	5.8	4.3	6.5
Lecturer	2.5	2.7	1.7	1.4
All Ranks	100.0	100.0	100.0	100.0
CATEGORY IIA				
Professor	28.9	29.5	26.4	27.7
Associate	30.4	30.4	31.4	29.5
Assistant	30.4	29.7	32.0	32.6
Instructor	9.4	9.4	9.7	9.5
Lecturer	0.9	1.0	0.5	0.7
All Ranks	100.0	100.0	100.0	100.0
CATEGORY IIB				
Professor	23.1	18.5	26.7	22.8
Associate	28.8	30.7	27.5	28.8
Assistant	35.0	35.7	34.2	35.2
Instructor	12.4	13.9	10.8	12.9
Lecturer	0.7	1.2	0.8	0.3
All Ranks	100.0	100.0	100.0	100.0
CATEGORY III				
Professor	14.3	14.4	9.9	17.2
Associate	27.0	27.4	22.5	18.4
Assistant	33.8	34.0	30.0	34.8
Instructor	24.4	23.8	36.2	28.1
Lecturer	0.5	0.4	1.4	1.5
All Ranks	100.0	100.0	100.0	100.0
ALL CATEGORIES COMBINED				
Professor	30.5	30.6	33.8	25.2
Associate	28.9	29.3	27.2	29.2
Assistant	29.6	28.9	29.6	33.9
Instructor	9.4	9.4	8.2	11.1
Lecturer	1.6	1.8	1.2	0.6
All Ranks	100.0	100.0	100.0	100.0

¹ Sample includes 2,486 institutions.

Table U

Percentage of Faculty for All Ranks Combined Analyzed by 1) the Increase in Salary Levels and 2) the Increase in Salary for Continuing Faculty, by Institution Affiliation, 1978-79 to 1979-80¹

Percentage Increase	All Combined		Public		Private Independent		Church-Related	
	Actual	Cumulated	Actual	Cumulated	Actual	Cumulated	Actual	Cumulated
SALARY LEVELS								
13.5 and over	7.6%	7.6%	9.1%	9.1%	4.6%	4.6%	3.2%	3.2%
12.5 to 13.4	1.0	8.6	1.2	10.3	.3	4.9	.5	3.7
11.5 to 12.4	.6	9.2	.6	10.9	.3	5.2	1.0	4.7
10.5 to 11.4	1.8	11.0	2.0	12.9	1.5	6.7	.8	5.5
9.5 to 10.4	3.8	14.8	3.4	16.3	2.5	9.2	7.6	13.1
8.5 to 9.4	5.3	20.1	4.6	20.9	8.3	17.5	6.0	19.1
7.5 to 8.4	10.3	30.4	10.0	30.9	11.6	29.1	9.3	28.4
6.5 to 7.4	21.4	51.8	21.4	52.3	24.9	54.0	16.4	44.8
5.5 to 6.4	27.0	78.8	28.1	80.4	25.8	79.8	22.1	66.9
Below 5.5	21.2	100.0	19.6	100.0	20.2	100.0	33.1	100.0
CONTINUING FACULTY								
13.5 and over	3.9	3.9	4.6	4.6	1.2	1.2	3.2	3.2
12.5 to 13.4	1.4	5.3	1.7	6.3	.3	1.5	1.1	4.3
11.5 to 12.4	2.4	7.7	2.6	8.9	1.3	2.8	3.2	7.5
10.5 to 11.4	5.0	12.7	5.0	13.9	5.1	7.9	5.6	13.1
9.5 to 10.4	6.8	19.5	5.9	19.8	9.4	17.3	8.7	21.8
8.5 to 9.4	14.4	33.9	14.2	34.0	16.1	33.4	13.3	35.1
7.5 to 8.4	27.7	61.6	28.2	62.2	31.0	64.4	20.9	56.0
6.5 to 7.4	23.6	85.2	23.5	85.7	25.9	90.3	21.3	77.3
5.5 to 6.4	7.1	92.3	7.1	92.8	5.2	95.5	10.4	87.7
Below 5.5	7.7	100.0	7.2	100.0	4.5	100.0	12.3	100.0

¹Sample includes 2,199 institutions for salary levels and 2,205 for continuing faculty.

Table V

Percentage of Faculty in the Rank of Full Professor Analyzed by 1) the Increase in Salary Levels and 2) the Increase in Salary for Continuing Faculty, by Institution Affiliation, 1978-79 to 1979-80¹

Percentage Increase	All Combined		Public		Private Independent		Church-Related	
	Actual	Cumulated	Actual	Cumulated	Actual	Cumulated	Actual	Cumulated
SALARY LEVELS								
13.5 and over	11.5%	11.5%	14.2%	14.2%	5.2%	5.2%	3.6%	3.6%
12.5 to 13.4	.7	12.2	.8	15.0	.1	5.3	.2	3.8
11.5 to 12.4	2.5	14.7	2.4	17.4	2.6	7.9	2.6	6.4
10.5 to 11.4	1.0	15.7	.8	18.2	1.7	9.6	2.1	8.5
9.5 to 10.4	4.2	19.8	3.7	21.9	5.0	14.6	5.7	14.2
8.5 to 9.4	6.3	26.1	4.9	26.8	10.6	25.2	8.5	22.7
7.5 to 8.4	11.7	37.9	11.9	38.7	8.7	33.9	16.2	38.9
6.5 to 7.4	17.1	55.0	18.3	57.0	12.9	46.8	16.1	55.0
5.5 to 6.4	22.2	77.2	19.2	76.2	37.3	84.1	16.0	71.0
Below 5.5	22.8	100.0	23.8	100.0	15.9	100.0	29.0	100.0
CONTINUING FACULTY								
13.5 and over	4.0	4.0	5.2	5.2	.7	.7	1.5	1.5
12.5 to 13.4	1.3	5.3	1.7	6.9	.1	.8	.5	2.0
11.5 to 12.4	1.4	6.7	1.3	8.2	.6	1.4	3.5	5.5
10.5 to 11.4	4.2	10.9	4.9	13.1	2.2	3.6	3.9	9.4
9.5 to 10.4	6.5	17.4	5.4	18.5	8.1	11.7	10.4	19.8
8.5 to 9.4	7.5	24.9	6.5	25.0	9.7	21.4	10.1	29.9
7.5 to 8.4	20.0	44.9	19.9	44.9	23.1	44.5	15.0	44.9
6.5 to 7.4	33.6	78.5	32.9	77.8	40.9	85.4	24.6	69.5
5.5 to 6.4	11.4	89.9	11.8	89.6	9.5	94.9	12.5	82.0
Below 5.5	10.1	100.0	10.4	100.0	5.1	100.0	18.0	100.0

¹ Sample includes 1,333 institutions for salary levels and 1,329 for continuing faculty.

Table W

Percentage of Faculty Members Teaching in Institutions with Specified Average Increases in Salary, by Type of Affiliation and Academic Rank, 1978-79 to 1979-80¹

Salary* Increase	Professor		Associate		Assistant		Instructor		All Ranks	
	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty
PUBLIC										
10.0% or More	19.0%	17.3%	14.5%	15.7%	11.7%	27.4%	16.3%	25.6%	13.7%	17.0%
9.5 to 9.9%	2.9	2.0	1.8	4.7	3.2	4.4	3.8	6.4	2.6	1.0
9.0 to 9.4%	1.3	0.4	3.3	4.9	1.8	10.7	5.5	9.7	2.9	7.5
8.5 to 8.9%	3.6	4.7	2.4	10.6	3.7	13.8	2.4	15.4	1.7	6.5
8.0 to 8.4%	3.7	10.2	4.7	16.1	4.7	11.6	6.4	10.5	4.0	13.2
7.5 to 7.9%	8.2	12.1	6.4	12.8	5.8	9.1	4.4	4.6	6.0	21.1
7.0 to 7.4%	9.5	20.1	9.3	17.5	8.0	8.7	5.3	5.7	10.2	12.5
6.5 to 6.9%	8.8	16.3	15.5	7.2	14.7	5.5	6.1	3.3	11.2	11.9
6.0 to 6.4%	8.6	8.5	10.4	2.2	12.0	3.8	5.2	5.7	15.4	3.2
5.5 to 5.9%	10.6	3.0	9.9	3.0	9.9	0.8	6.1	6.1	12.7	0.6
5.0 to 5.4%	8.1	0.5	5.7	1.7	6.1	1.0	6.9	2.0	5.6	1.9
Less than 5.0% or No Increase	15.6	4.9	16.0	3.7	18.5	3.2	31.6	4.9	14.0	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PRIVATE INDEPENDENT										
10.0% or More	11.4	8.7	9.5	14.8	9.1	19.8	21.6	20.8	7.6	10.5
9.5 to 9.9%	3.2	0.6	2.5	4.6	3.6	4.9	2.5	7.1	1.5	--
9.0 to 9.4%	7.0	--	3.9	5.3	2.8	22.9	1.8	3.8	5.5	--
8.5 to 8.9%	3.6	6.5	4.1	15.7	3.2	18.0	5.2	11.6	2.8	13.6
8.0 to 8.4%	6.7	5.9	7.9	23.7	8.6	8.8	2.6	21.5	9.1	20.7
7.5 to 7.9%	2.0	22.4	7.4	10.2	9.2	10.1	3.4	13.0	2.5	21.4
7.0 to 7.4%	2.9	28.8	7.9	14.6	8.4	11.1	6.7	14.6	10.8	24.8
6.5 to 6.9%	10.0	21.6	7.3	6.6	10.0	2.1	4.8	--	14.1	5.8
6.0 to 6.4%	19.9	3.4	11.8	0.4	6.7	0.9	3.4	--	18.7	--
5.5 to 5.9%	17.4	--	8.2	--	6.4	--	6.0	1.4	7.1	1.7
5.0 to 5.4%	3.2	1.0	9.3	2.2	7.4	--	3.3	--	5.0	0.9
Less than 5.0% or No Increase	12.8	1.2	20.4	2.0	24.8	1.3	38.7	6.1	15.3	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CHURCH-RELATED										
10.0% or More	10.2	11.5	13.3	9.2	15.6	8.7	20.6	30.1	9.1	9.4
9.5 to 9.9%	4.0	11.5	2.9	--	3.1	5.5	3.7	--	4.0	9.3
9.0 to 9.4%	5.9	--	2.9	--	1.9	32.2	2.0	--	2.8	--
8.5 to 8.9%	2.6	14.3	3.6	26.4	1.7	7.5	3.1	20.8	3.2	31.0
8.0 to 8.4%	6.4	10.5	1.8	34.8	3.5	10.1	5.6	4.0	4.7	--
7.5 to 7.9%	9.8	--	4.4	13.4	3.8	17.3	3.0	19.0	4.6	33.7
7.0 to 7.4%	9.8	25.4	6.7	--	5.8	--	4.1	17.7	6.7	--
6.5 to 6.9%	6.3	12.0	10.2	0.8	5.4	--	3.9	--	9.7	0.6
6.0 to 6.4%	7.1	0.6	9.2	--	4.1	9.7	4.5	--	8.3	0.2
5.5 to 5.9%	8.9	--	9.6	--	12.0	--	3.1	--	13.8	--
5.0 to 5.4%	7.1	--	6.7	7.1	11.4	--	6.4	--	7.9	8.0
Less than 5.0% or No Increase	22.2	14.2	28.7	8.2	31.9	9.0	40.0	8.4	25.1	8.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ALL COMBINED										
10.0% or More	16.8	15.7	13.5	15.4	11.8	25.6	17.7	25.3	12.1	15.8
9.5 to 9.9%	3.1	2.0	2.0	4.5	3.2	4.5	3.6	6.2	2.6	1.2
9.0 to 9.4%	2.8	0.3	3.3	4.7	1.9	13.2	4.5	8.7	3.3	6.1
8.5 to 8.9%	3.5	5.3	2.9	11.8	3.3	14.1	2.9	15.3	2.0	8.4
8.0 to 8.4%	4.5	9.5	4.8	17.8	5.2	11.2	5.7	11.4	5.0	13.8
7.5 to 7.9%	7.2	13.5	6.3	12.5	6.1	9.6	4.1	6.1	5.3	21.6
7.0 to 7.4%	8.3	21.7	8.8	16.5	7.8	8.7	5.4	7.2	9.9	13.8
6.5 to 6.9%	8.8	17.1	13.5	6.9	12.6	4.8	5.6	2.8	11.5	10.7
6.0 to 6.4%	10.5	7.4	10.5	1.9	10.0	3.6	4.8	4.8	15.1	2.7
5.5 to 5.9%	11.7	2.4	9.6	2.5	9.6	0.6	5.7	5.4	11.9	0.8
5.0 to 5.4%	7.1	0.5	6.4	2.0	7.0	0.8	6.3	1.7	5.8	2.0
Less than 5.0% or No Increase	15.7	4.5	18.3	3.6	21.4	3.2	33.8	5.2	15.6	3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

¹Samples include 1,386 and 1,188 institutions reporting comparable data both years and institutions reporting data for faculty on staff both years, respectively.

Table X

Percentage of Faculty Members Teaching in Institutions with Specified Average
Increases in Salary, by Category and Academic Rank, 1978-79 to 1979-80

Salary Increase	Professor		Associate		Assistant		Instructor		All Ranks	
	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty	Salary Level	Cont. Faculty
CATEGORY I										
10.0% or More	10.2%	15.7%	9.1%	15.4%	5.9%	25.6%	10.6%	25.3%	8.0%	15.8%
9.5 to 9.9%	2.7	2.0	1.6	4.5	2.5	4.5	4.6	6.2	1.8	1.2
9.0 to 9.4%	3.5	0.3	3.2	4.7	0.7	13.2	4.2	8.7	3.6	6.1
8.5 to 8.9%	4.2	5.3	3.5	11.8	4.0	14.1	2.9	15.3	1.1	8.4
8.0 to 8.4%	4.3	9.5	4.5	17.8	6.6	11.2	4.5	11.4	5.2	13.8
7.5 to 7.9%	8.4	13.5	6.5	12.5	5.7	9.6	4.8	6.1	3.8	21.6
7.0 to 7.4%	9.6	21.7	9.3	16.5	7.5	8.7	6.8	7.2	11.7	13.8
6.5 to 6.9%	10.8	17.1	18.4	6.9	19.8	4.8	5.1	2.8	15.6	10.7
6.0 to 6.4%	12.7	7.4	11.6	1.9	12.9	3.6	5.4	4.8	19.5	2.7
5.5 to 5.9%	15.8	2.4	13.1	2.5	9.7	0.6	5.4	5.4	15.2	0.8
5.0 to 5.4%	6.0	0.5	6.7	2.0	7.4	0.8	6.4	1.7	4.1	2.0
Less than 5.0% or No Increase	11.8	4.5	12.6	3.6	17.2	3.2	39.2	5.2	10.4	3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CATEGORY IIA										
10.0% or More	30.6	12.6	20.4	16.9	17.7	23.7	20.0	36.9	19.3	14.8
9.5 to 9.9%	3.3	5.7	2.0	7.3	4.1	7.2	3.5	5.9	3.5	7.6
9.0 to 9.4%	1.8	4.1	3.8	9.5	3.2	7.0	6.3	7.1	3.0	7.7
8.5 to 8.9%	2.2	7.2	2.1	5.9	3.2	8.2	3.0	8.2	1.4	7.5
8.0 to 8.4%	5.2	4.7	5.6	8.2	3.9	11.9	7.5	6.3	5.3	11.0
7.5 to 7.9%	5.8	10.7	6.8	10.4	6.1	10.5	5.5	10.2	7.6	11.1
7.0 to 7.4%	7.5	12.0	9.3	12.8	9.2	10.6	5.1	5.5	8.9	12.0
6.5 to 6.9%	5.0	13.7	9.7	9.2	8.6	6.9	6.0	5.8	9.7	10.2
6.0 to 6.4%	7.1	9.8	9.7	5.7	7.4	3.6	5.3	3.5	11.4	5.1
5.5 to 5.9%	5.5	3.1	7.3	5.4	11.0	2.8	4.0	2.0	8.3	4.5
5.0 to 5.4%	8.5	5.0	5.1	3.1	7.0	2.2	6.0	2.0	6.1	2.4
Less than 5.0% or No Increase	17.4	11.4	18.2	5.7	18.5	5.5	27.8	6.6	15.5	6.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CATEGORY IIB										
10.0% or More	11.7	9.7	12.2	18.3	15.5	23.4	21.9	31.6	9.8	16.7
9.5 to 9.9%	5.0	5.1	4.3	3.1	3.4	6.5	2.4	3.8	3.8	4.1
9.0 to 9.4%	2.1	4.8	4.2	3.0	2.1	3.6	1.9	10.1	3.7	4.1
8.5 to 8.9%	3.5	3.3	2.4	7.3	2.1	7.8	4.2	6.7	4.2	9.1
8.0 to 8.4%	4.7	7.0	3.7	10.7	4.5	14.4	5.4	5.7	4.6	8.1
7.5 to 7.9%	7.0	12.1	3.8	10.1	6.3	8.2	2.9	7.7	4.0	12.3
7.0 to 7.4%	5.1	10.8	7.0	14.9	7.4	11.6	6.1	10.3	7.4	17.7
6.5 to 6.9%	8.0	17.2	9.9	13.2	4.0	8.5	3.0	4.8	6.5	7.5
6.0 to 6.4%	10.9	11.1	10.9	6.4	5.9	5.2	3.3	5.0	11.1	8.4
5.5 to 5.9%	10.0	5.0	6.5	3.1	6.8	3.6	5.0	4.1	11.3	3.8
5.0 to 5.4%	7.6	5.1	6.7	3.4	8.7	2.0	5.1	2.5	8.3	2.5
Less than 5.0% or No Increase	24.4	8.9	28.5	6.4	33.2	5.1	38.8	7.7	25.5	5.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CATEGORY III										
10.0% or More	15.5	13.9	11.5	14.4	10.8	17.7	20.4	38.2	10.6	20.4
9.5 to 9.9%	2.0	0.6	0.6	3.3	3.1	2.6	3.3	5.6	1.6	1.7
9.0 to 9.4%	0.8	2.4	0.4	5.6	2.5	9.5	4.0	5.6	2.3	3.7
8.5 to 8.9%	4.1	5.7	3.1	10.1	2.5	6.5	1.4	11.1	6.2	9.6
8.0 to 8.4%	2.2	3.4	5.3	5.8	4.1	8.3	4.7	8.4	2.5	10.0
7.5 to 7.9%	1.3	2.9	7.8	6.9	7.2	8.2	1.7	4.1	5.8	8.0
7.0 to 7.4%	3.8	10.3	6.7	17.3	4.6	17.2	3.1	7.1	7.8	10.6
6.5 to 6.9%	11.5	13.0	9.1	7.6	10.1	10.7	8.1	6.8	3.5	11.0
6.0 to 6.4%	4.2	2.2	6.8	7.3	13.4	6.6	4.6	1.6	12.2	9.1
5.5 to 5.9%	3.9	9.0	4.9	2.7	9.1	4.9	9.4	2.0	9.1	1.9
5.0 to 5.4%	9.7	2.3	9.8	8.2	2.7	1.6	7.8	2.8	9.6	6.6
Less than 5.0% or No Increase	40.9	34.2	34.0	10.7	29.9	6.3	31.5	6.5	28.9	7.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

NOTE: For all categories combined, see Table W.

Table Y

Consumer Price Index for Academic Years
1969-70 to 1979-80
(1967 = 100)

Month	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
July	110.3	116.7	121.8	125.5	132.7	148.0	162.3	171.1	182.6	196.7	218.9
August	110.7	116.9	122.1	125.7	135.1	149.9	162.8	171.9	183.3	197.7	221.1
September	111.2	117.5	122.2	126.2	135.5	151.7	163.6	172.6	184.0	199.1	223.4
October	111.6	118.1	122.4	126.6	136.6	153.0	164.6	173.3	184.5	200.7	225.4
November	112.2	118.5	122.6	126.9	137.6	154.3	165.6	173.8	185.4	201.8	227.5
December	112.9	119.1	123.1	127.3	138.5	155.4	166.3	174.3	185.9	202.9	229.9
January	113.3	119.2	123.2	127.7	139.7	156.1	166.7	175.3	187.0	204.7	233.2
February	113.9	119.4	123.8	128.6	141.5	157.2	167.1	177.1	188.4	207.1	236.4
March	114.5	119.8	124.0	129.8	143.1	157.8	167.5	178.2	189.7	209.3	239.8
April	115.2	120.2	124.3	130.7	143.9	158.6	168.2	179.6	191.4	211.5	242.5
May	115.7	120.8	124.7	131.5	145.5	159.3	169.2	180.6	193.3	214.1	244.9
June	116.3	121.5	125.0	132.4	146.9	160.6	170.1	181.8	195.3	216.6	247.1*
Average All Year	113.2	119.0	123.3	128.2	139.7	155.2	166.2	175.8	187.6	205.2	232.5
Percentage Increase in CPI	5.1%	3.6%	4.0%	9.0%	11.1%	7.1%	5.8%	6.7%	9.4%	13.3%	

* Estimated

Table Z

Distribution of Faculty Members by Individual Salaries in All
Institutions for All Ranks Combined, 1979-80
(Standard Academic-Year Basis)

Salary Intervals	CATEGORIES:					
	All Combined	I	IIA	IIB	III	IV
\$50,000 and over	*	*	*	-	-	-
49,000 " "	*	*	*	-	-	-
48,000 " "	*	*	*	-	-	-
47,000 " "	*	0.5%	*	-	-	-
46,000 " "	*	0.6	*	-	-	-
45,000 " "	*	0.8	*	-	-	-
44,000 " "	0.5%	1.0	*	-	-	-
43,000 " "	0.7	1.3	*	-	-	-
42,000 " "	1.0	1.6	*	-	2.5%	-
41,000 " "	1.3	2.2	*	*	2.5	-
40,000 " "	1.8	3.0	*	*	2.8	-
39,000 " "	2.3	3.6	*	*	6.0	-
38,000 " "	2.9	4.7	*	*	6.0	-
37,000 " "	3.4	5.6	0.5%	*	6.0	*
36,000 " "	4.2	6.7	0.6	*	8.8	*
35,000 " "	4.9	8.0	0.8	0.5%	9.5	*
34,000 " "	5.9	9.3	1.1	0.6	12.0	*
33,000 " "	6.9	11.2	1.4	0.8	12.0	*
32,000 " "	8.1	13.1	1.8	1.1	13.6	0.5%
31,000 " "	10.6	15.2	6.1	1.4	14.0	1.2
30,000 " "	12.5	17.7	8.0	1.9	14.5	3.9
29,000 " "	14.6	20.8	9.5	2.5	16.0	6.8
28,000 " "	17.0	24.0	11.5	3.2	17.6	9.6
27,000 " "	19.8	27.5	13.9	4.1	19.5	12.4
26,000 " "	22.9	31.5	16.7	5.5	22.1	16.0
25,000 " "	26.9	36.0	20.9	7.6	25.2	19.5
24,000 " "	31.8	41.6	26.2	9.9	28.5	23.9
23,000 " "	36.4	46.7	31.0	12.5	31.8	28.4
22,000 " "	41.6	52.4	36.6	15.7	35.8	33.1
21,000 " "	47.3	58.1	42.9	20.1	40.8	37.9
20,000 " "	54.2	64.8	51.0	25.8	46.8	43.9
19,500 " "	57.4	67.5	55.5	28.6	49.6	46.2
19,000 " "	61.0	70.9	59.3	32.3	52.8	49.1
18,500 " "	64.0	73.3	63.0	35.8	55.8	51.6
18,000 " "	67.6	76.6	66.7	39.9	59.5	55.0
17,500 " "	71.1	79.6	70.6	44.3	63.3	58.5
17,000 " "	74.2	82.1	74.0	49.0	66.8	61.2
16,500 " "	77.6	85.0	77.5	53.6	70.6	65.1
16,000 " "	80.8	87.5	80.8	58.7	74.3	68.7
15,500 " "	83.6	89.6	84.0	63.0	78.2	72.3
15,000 " "	86.5	91.8	87.0	67.9	81.6	75.6
14,500 " "	88.9	93.4	89.5	72.7	84.7	79.5
14,000 " "	91.1	94.9	91.8	77.5	87.1	82.6
13,500 " "	92.9	95.9	93.6	81.5	89.5	85.6
13,000 " "	94.5	96.8	95.1	85.7	91.7	88.0
12,500 " "	95.7	97.5	96.4	88.9	93.6	90.3
12,000 " "	96.9	98.1	97.4	92.3	95.3	92.9
11,500 " "	97.6	98.5	98.1	94.1	96.4	94.6
11,000 " "	98.3	98.9	98.7	95.9	97.4	95.8
10,500 " "	98.8	99.2	99.0	97.0	98.0	96.9
10,000 " "	99.2	99.4	99.3	98.4	98.7	98.1
9,500 " "	99.4	99.5	99.5	98.8	99.0	98.5
9,000 " "	99.6	99.6	99.7	99.2	99.4	98.9
8,500 " "	99.7	99.7	99.7	99.4	99.6	99.1
Below 8,500	100.0	100.0	100.0	100.0	100.0	100.0

* Figure is less than half of one percent.